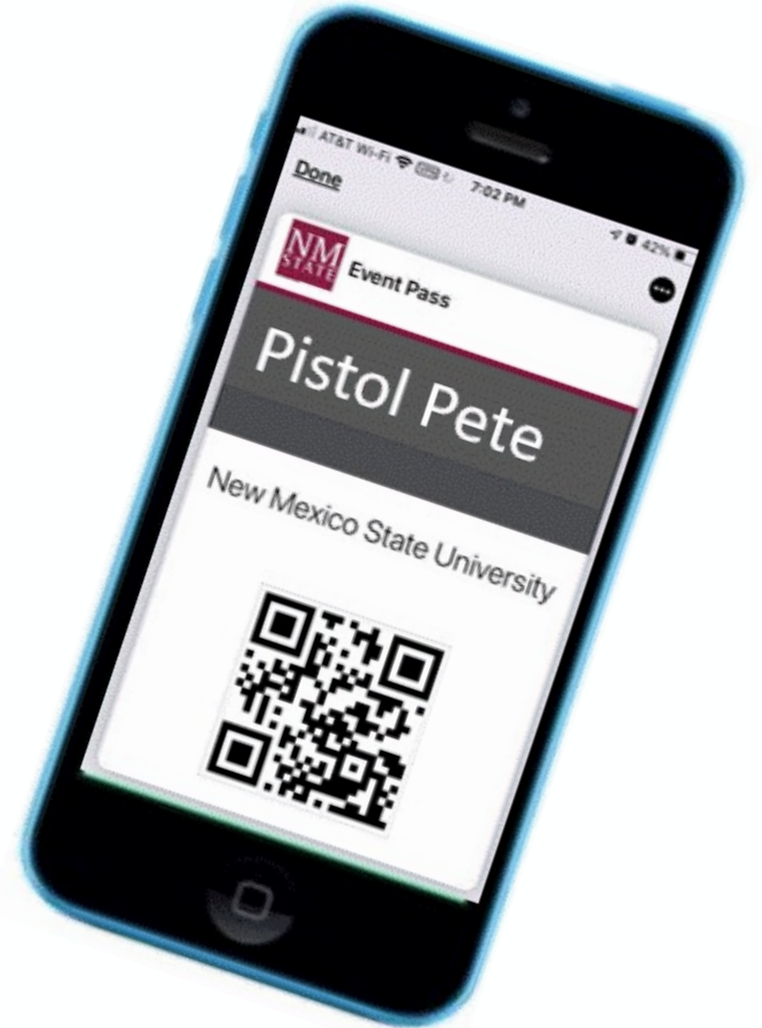




CHECK IN AT NMSU EVENTS USING YOUR
CRIMSON CONNECTION
EVENT PASS

- 1** Go to crimsonconnection.nmsu.edu
- 2** SIGN-IN with your Aggie ID & password
- 3** Tap the profile icon in the top right corner
- 4** Tap Event Pass

Save to your Apple Wallet or Google Pay or screenshot your pass for quicker check-in at NMSU events!



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Division of Student Success

All Staff Meeting

SPRING 2022

Domenici 109



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New Mexico State University

News You Can Use



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FY 23 Budget Update and Compensation

- 3% across-the-board increase, applied to all faculty and staff effective April 1.
 - The increase applies to all employees hired prior to October 1, 2021 and have a performance rating of at least Meeting Expectations.



FY 23 Budget Update and Compensation

- Implementation of new pay grade schedule includes a \$15/hour minimum and reflects the results of the staff compensation study.
 - Regular and temporary staff will be brought up to the new pay grade minimum
 - Adjustments will be made to relieve compression created for people who earned wages between \$15/hour and the new range minimum.

Current Salary Table (min.)

Pay Level	Entry	
	Hourly Rate	Annual Salary
03	11.50	\$23,920
04	11.95	\$24,847
05	13.44	\$27,953
06	15.43	\$32,094
07	17.91	\$37,271
08	20.40	\$42,447
09	23.89	\$49,694
10	27.37	\$56,942
11	31.35	\$65,224
12	36.34	\$75,577
13	41.31	\$85,930
14	47.79	\$99,389
15	54.75	\$113,883
16	63.21	\$131,483
17	72.66	\$151,154
18	83.62	\$156,537

New Salary Table (min.)

Grade	Hourly Rate	Annual Salary
1	15.00	31,200
2	16.05	33,384
3	17.14	35,646
4	18.47	38,426
5	20.32	42,269
6	22.56	46,919
7	24.77	51,518
8	27.99	58,216
9	31.29	65,090
10	35.99	74,853
11	41.75	86,830
12	49.26	102,459
13	57.03	118,620
14	67.29	139,972
15	80.75	167,967

Currently Proposed



FY 23 Budget Update and Compensation

- The remaining dollars (ca. \$980K I&G for Main Campus) will be dedicated to a merit program based on the Performance Evaluations submitted to HRS.





Opportunity Scholarship

**PRESENTED BY:
DR. VANDEEN MCKENZIE
DOMENICI HALL ROOM 109
4/22/2022**



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Objective

- Provide financial support to qualified NM Resident
 - Paying tuition & mandatory fees after state aid
 - Course specific fees – limit TBD
- Encourage degree/credential attainment
 - Workforce appropriate certificate
 - Associate Degree
 - Bachelors Degree
- Encourage timely degree completion



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Eligibility Requirement

Initial Eligibility

- NM Resident
- Recent graduate or a returning student
- Enrolled:
 - 15 credits –recent graduate
 - 6 credits –returning student learner
 - May not exceed 18 credits in fall/spring
 - Optional summer enrollment 3-9 credits



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Eligibility Requirement

Continuing Eligibility

- 2.5 GPA – can use cum GPA from all NM institutions
- Be continuously enrolled
- Complete the required hours each semester

NOTE

- If a student becomes ineligible they have the option to petition for reinstatement
 - Must wait 2 years after eligibility was lost to submit petition



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Duration

- No credit hour limit for workforce certificate
 - Can do multiple workforce certificates
- 90 credit hours for Associates Degree
- 160 credit hours for Bachelors Degree



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More to Come

- Final rules to be made available for public comment
- Institutions notified of allocation
- Students being awarded



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QUESTIONS ????



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University Records Office

“Our Emerging
Workplace:
Why the Student
Records Office has
gone Remote”



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Assessment and Evaluation in Student Success

How should students benefit from participating in our programs and services?

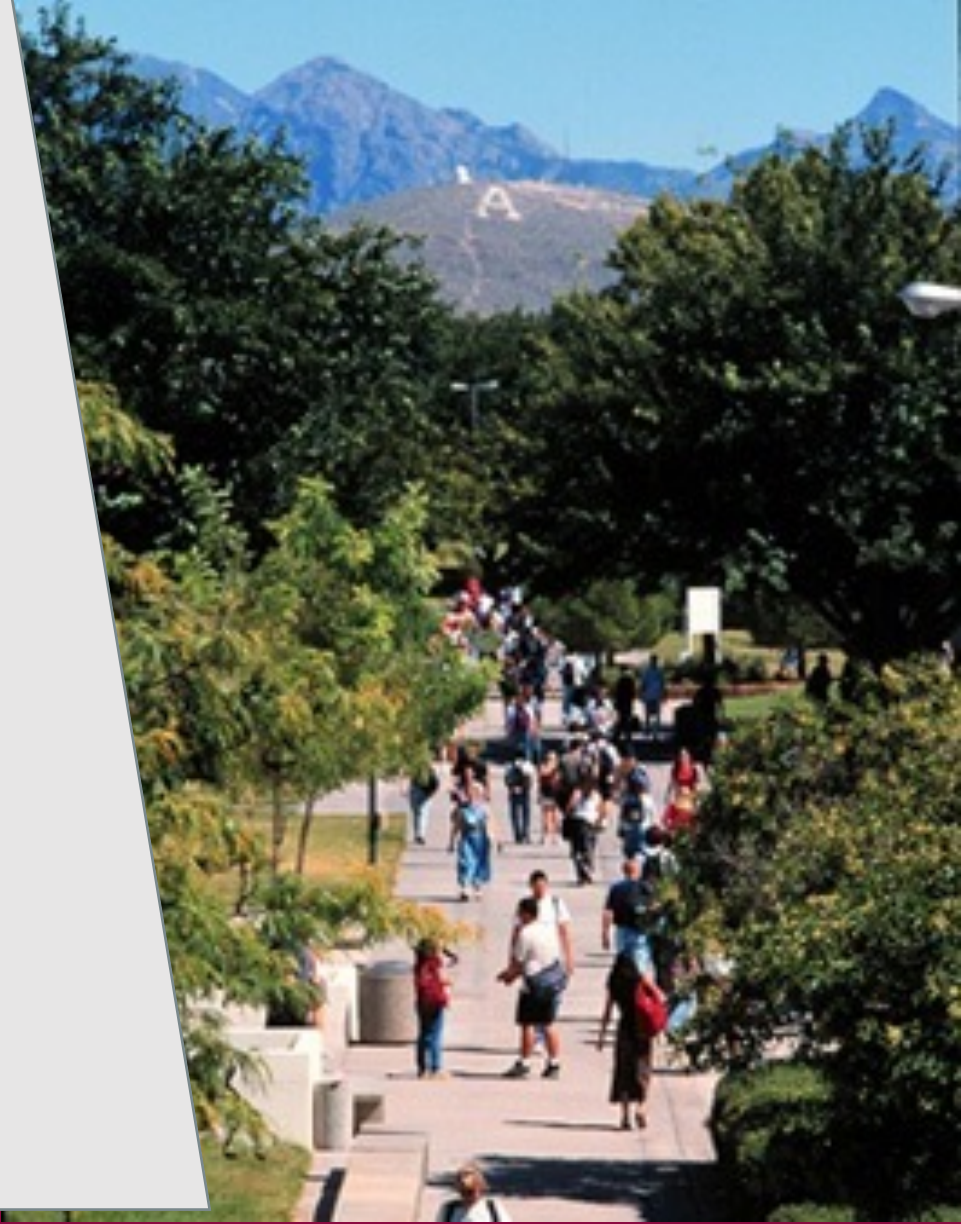
How do we know if we are successful?



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Purpose: Assessment and Evaluation

- Continuous Improvement
- Accountability
 - To students for effectiveness
 - To ourselves that we are fulfilling our commitment to students with integrity and sincere commitment to their education
 - To administration for investment; from state, from NMSU
 - To other stakeholders: alumni, legislators, community, families
- Leadership Development





Assessment and Evaluation in Student Success

Making this work

Co-Chair, Sarah Edwards

Friday, May 20: DSS Assess

Annual reporting cycle:

July 1 to June 30



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Celebrating Crimson & White!



NM
STATE

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The Importance of Collegiate Traditions

DR. ANN GOODMAN



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Why are Traditions Important?

- Traditions represent critical pieces of a culture.
- They help form the structure of our organizations, our families and our society.
- Tradition reinforces values such as freedom, faith, integrity, education, strong work ethic, and the value of service and being selfless



Why do Traditions Matter?



- Traditions (whether based in religion, culture, or fun) are important.
- Traditions provide a healthy understanding of self which continue to develop as time goes on.
- Traditions help strengthen bonds among an organization or family.
- Traditions can help organization members trust each other.
- Traditions can be a mechanism to:
 - Teach values
 - Build relationships
 - Foster a sense of belonging; and
 - Create positive memories.



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Collegiate Traditions

COLLEGIATE TRADITIONS PLAY A UNIQUE ROLE IN THE CULTURE OF STUDENT LIFE.

TRADITIONS HAVE THE POTENTIAL TO

- ✓ **teach students about the history of their institution,**
- ✓ **provide a means of building community,**
- ✓ **instill common values that span generations of students, and**
- ✓ **generate pride and enthusiasm.**



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How can tradition help NMSU?

- ✓ Source of identity
- ✓ Help to build community
- ✓ Help students feel that they are a part of something unique and special
- ✓ Connect current students with former students

*Tradition is **fundamental to social life** (Bronner, 1998, p. 41; Kuh & Whitt, 1988, p. 5). Connecting individuals not only to generations past, but to present generations as well, traditions have deep roots in social connection.*



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NSSE 2020 Engagement Indicators

Campus Environment New Mexico State University

Campus Environment: First-year students

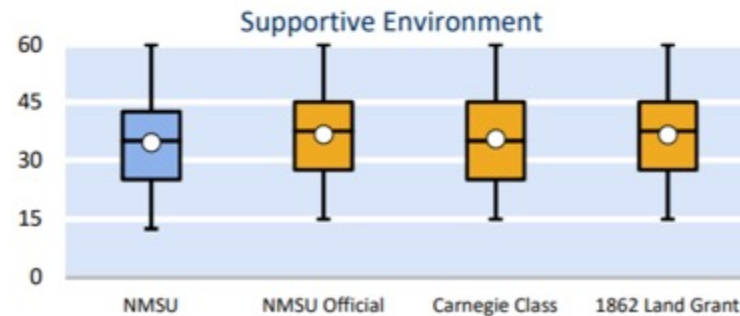
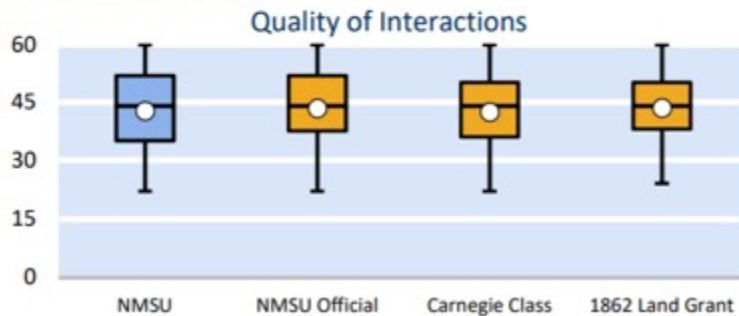
Students benefit and are more satisfied in supportive settings that cultivate positive relationships among students, faculty, and staff. Two Engagement Indicators investigate this theme: *Quality of Interactions* and *Supportive Environment*. Below are three views of your results alongside those of your comparison groups.

Mean Comparisons

Engagement Indicator	NMSU Mean	Your first-year students compared with					
		NMSU Official Peers Mean	Effect size	Carnegie Class Mean	Effect size	1862 Land Grant Mean	Effect size
Quality of Interactions	42.7	43.3	-.05	42.4	.02	43.4	-.07
Supportive Environment	34.6	36.6 ***	-.16	35.5	-.07	36.6 ***	-.16

Notes: Results weighted by institution-reported sex and enrollment status (and institution size for comparison groups); Effect size: Mean difference divided by pooled standard deviation; Symbols on the Overview page are based on effect size and p before rounding; * $p < .05$, ** $p < .01$, *** $p < .001$ (2-tailed).

Score Distributions



TRADITIONS CAN INCLUDE

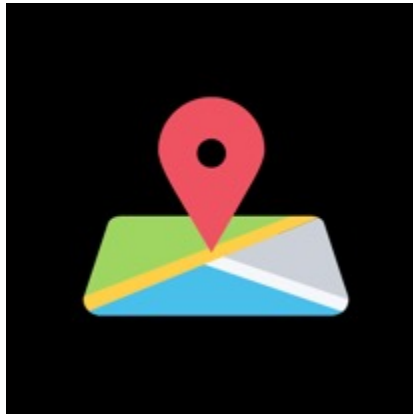


PEOPLE



DATES/TIMES

PLACES



SYMBOLS



What is your favorite NMSU tradition?

1 GO TO **POLLV.COM**

2 Enter
ANNGOODMAN715

3 Respond to activity

1 Text **ANNGOODMAN715** TO
37607

2 Text in your message

Total Results: 0



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Hiram Hadley
LCC / NMA&M President
1888-1894



Roger B. Corbett
NMSU President
1955 - 1970



Gary Carruthers
Governor of NM
NMSU President
2013-2018



Lou Henson
NMSU Basketball Coach



**AGGIE LEADERS
OF NOTE**



Sam Steel
1893 NMSU Graduate



Fabián García
1894 NMSU Graduate



Clara Belle Williams
1937 NMSU Graduate

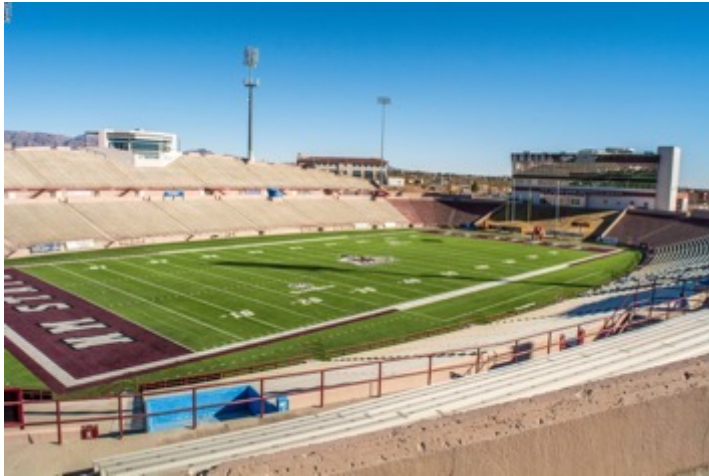
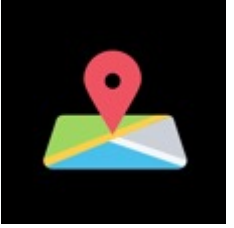


Kevin Johnson '81
CEO Starbucks



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Notable Places on Campus





NMSU Aggie Remembrance Day



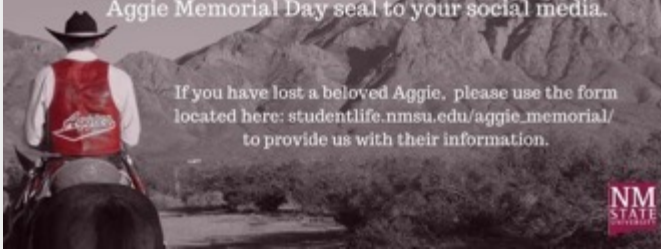
May 1

"A celebration of comradery and life"

Honoring the memory of fellow Aggies who have passed away during the academic school year.

In remembrance of the Aggies we have lost, we encourage you to post and share the Aggie Memorial Day seal to your social media.

If you have lost a beloved Aggie, please use the form located here: studentlife.nmsu.edu/aggie_memorial/ to provide us with their information.



JOIN US FOR THIS HONOR!
 Wednesday, May 4th from 4:30pm to 5:30pm
 Location: Trader's Plaza

The NMSU Alumni Association is honored to recognize this Spring semester's ring recipients with a vital campus tradition of the Class Ring Ceremony, held Wednesday before Commencement every semester.

The NMSU Official Class Ring Ceremony is held in Trader's Plaza, located in the area between Dove Hall, the Business Complex, HSS, and Gutfrie Hall.

The Ring Ceremony is a free event and an opportunity for graduating seniors and alumni to share their NMSU pride with family and friends!

[REGISTER HERE](#)



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NMSU Symbolism



AGGIE FIGHT SONG

Aggies, Oh Aggies, the hills
send back the cry, we're here
to do or die.

Aggies, Oh Aggies, we'll win the
game or know the reason why.
And when we win the game, we'll
buy a keg of booze and drink
it to the Aggies till we wobble
in our shoes.



D. Shar **PRIDE** ture.®
OF NEW MEXICO

Mission | Vision | Identity

DR. RENAY SCOTT



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Mission and Vision

- **Mission:** Empowering students by engaging them in all aspects of the student experience by guiding their development of self-advocacy skills.

EMPOWER – ENGAGE – GUIDE

- **Vision:** To Become an International Leader in Student Success and Social Mobility
- **Values:** Leadership; Excellence; Accountability; Diversity & Inclusion; Service
- **Principles:** Student Centric; Solution Oriented; Future Focused



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What we do and how we do it is our mission,
values and principles is our **IDENTITY**

Activity is NOT Impact

NMSU's Value Proposition has been: "high quality, affordable education"

- Opportunity Scholarship levels the playing field
- What makes us different??
- If you can now afford to go anywhere in NM – why come to NMSU?

How do we know we are fulfilling our mission?

- HSI/MSI focus
- Social mobility

Assessment and Evaluation will be important for understanding our impact and effectiveness in fulfilling our mission.

We need to validate our impact by action research to determine if we are accomplishing our mission.

- Collect data based on questions that are important to us
- Collect data only if we are going to use it to inform decisions/actions



Living the Mission: Starts with Intentionality

Can you give an example of how you are **empowering**, **engaging**, and **guiding** students in your everyday work?

Role. (Samples only)	Empowering	Engaging	Guiding
Admissions Advisor			
Academic Advisor			
Financial Aid Advisor			
Conduct Officer			
Insert your role here...			



Let's see what we can discover

Empower...

- Definition: To make (someone) stronger and more confident, especially in controlling their life and claiming their rights.”
- How can you empower students during your interactions with them? (provide one example on the 3 x 5 card)



“You may not control all the events that happen to you, but you can decide not to be reduced by them”.

~ Maya Angelou

Engage...

- Definition: involve (someone's interest or attention); participate or become involved in.
- How do you help students become involved or participate in their own success/problem solving/decision making/academic planning/financial planning, etc? (Share one example of the 3 x 5 card)



Tell me and I Forget; Teach Me and I May Remember; Involve Me and I Learn
~ Confucius

Guide ...

- Definition: Show or indicate the way to (someone); direct or have an influence on the course of action of (someone).
- How do you help students see the way forward? (provide one example on the 3 x 5)



Knowledge itself is power

~ Sir Francis Bacon

Knowledge is power

~ Thomas Jefferson

Searches Underway

- Director, Aggie Health and Wellness Center
- Director, Financial Aid and Scholarship Services
- 30-day Postings
- Recruit individuals to consider and apply using professional networks.
- One-page flyers will be sent to SSEM Staff email later.
 - Post on your LinkedIn account or other social media
 - Send to your professional association list-serve if allowed



Questions and Answers



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